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Colleagues:

Discussions about the organization of Central Office support for schools have been held for several years, often in terms of making more efficient use of dollars to support the educational program, and more recently in terms of how best to support the changing educational landscape.

This year, three factors have combined to make this the opportune time to rethink the way we approach support for the schools in order to best prepare our students for college and career, while meeting our budgetary responsibilities.

First, the implementation of Common Core Standards and the Standards Based Assessment has caused us to look at the structure of our departmental leadership.

Second, the shift to a digital learning environment will also have a great impact on the role of our Coordinators.

Third, the combination of the weak economy and a significant financial shortfall in the Town's budget has resulted in a restrictive appropriation for the school district's 2013-2014 school budget. The budget has been prioritized to minimize the direct impact in the classroom of any reductions. Consequently, reductions in the Havemeyer administration are being made.

Beginning in 2013-2014, the following changes to administrative positions will occur:

- The Coordinator of Music, Art, and Theater Arts position will be eliminated
- The Coordinator of Physical Education, Health, and Family Consumer Science position will be eliminated (currently 0.6)
- The Coordinator of Science and Coordinator of Mathematics positions will be combined to create a new position of STEM Coordinator
- The Coordinator of English/Language Arts and Coordinator of Social Studies positions (currently 0.4) will be combined to create a new position of Coordinator of Humanities

These actions will result in a net reduction of 3.0 administrative positions at Havemeyer. The new positions will be posted shortly.

The loss of these key positions will impact the district. There is no question that those in the current positions slated to be eliminated or reduced have provided outstanding service to the Greenwich Public Schools. It is hoped and anticipated that many, if not all, of those currently in the affected positions will have the option of remaining in the school district in a productive capacity.

Other staff reductions are being made at Havemeyer in non-administrative areas, as well. Those announcements will be made as soon as the Town HR Department determines the seniority status of those employees both within the Board of Education and within the Town.

The reorganization will move the District from managing support for schools via discreet content areas to a team-based or partnership approach in the areas of curriculum, instruction, assessments, professional learning, and strategizing for improving achievement.

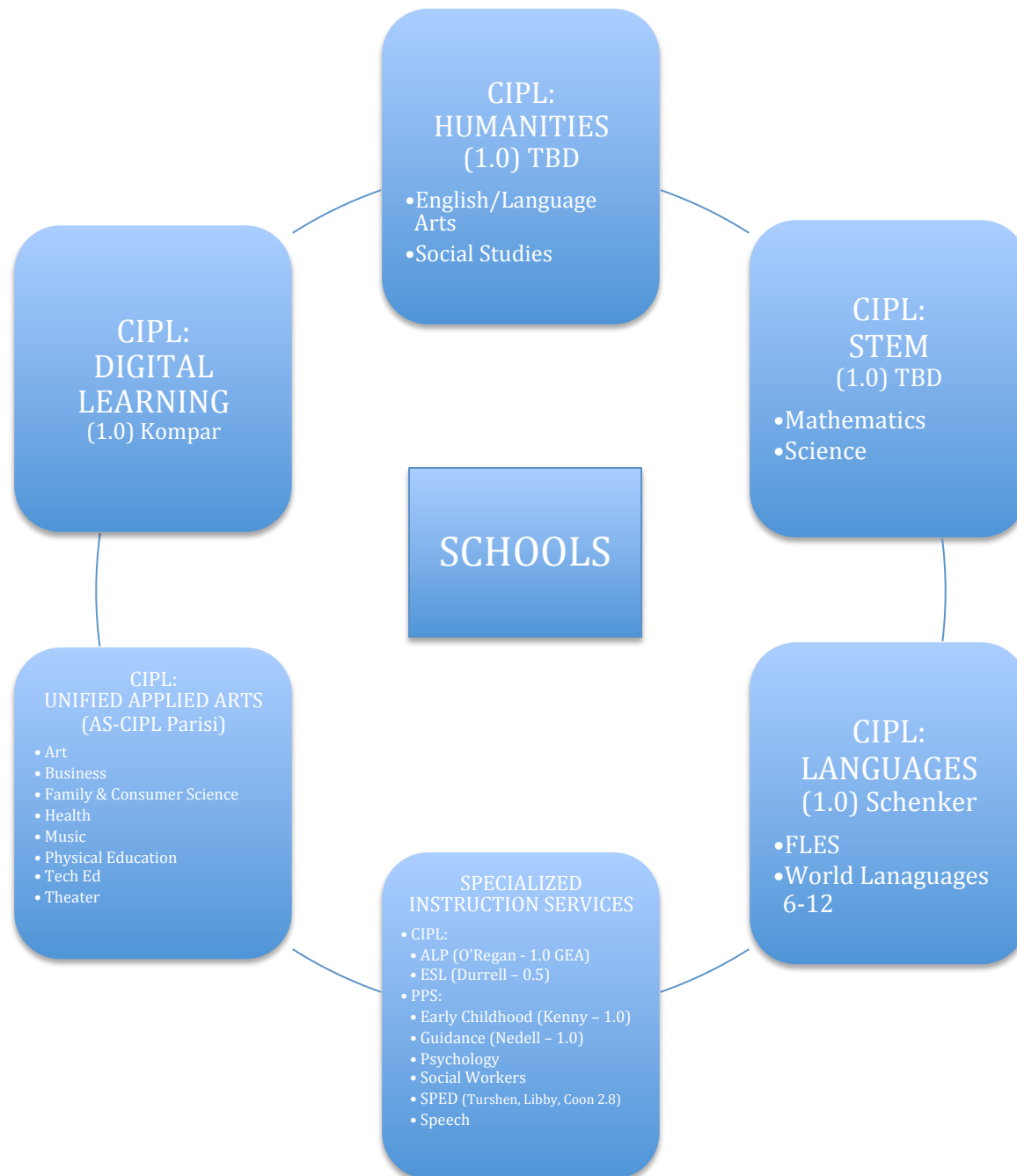
It is important to note that the reorganization decisions have been made in isolation from the Coordinator Study Committee previously established. Moving forward, this representative group of GOSA members will examine necessary changes in the role of leadership to ensure the reorganization best supports our schools.

More information will be provided as developments occur.

A handwritten signature in cursive script, appearing to read "W. McKersie".

William S. McKersie, Ph.D.
Superintendent
Greenwich Public Schools

GREENWICH PUBLIC SCHOOLS 2013-2014 CIPL/PPS Reorganization



Representing the first phase of a central office reorganization, this graphic depicts a new administrator structure for supporting the schools in the areas of Pupil Personnel Services (PPS) & Curriculum, Instruction and Professional Learning (CIPL).

District and school-based administration will be working together in the coming months to establish the roles and responsibilities of these administrators and the associated District and school-based staff in order to provide the most appropriate support for the schools.